UNITED
NATIONS

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Secretariat

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5 March 1991

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: REVISED BASE SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES AND FOR STAFF IN THE FIELD SERVICE CATEGORY*

1. By section VIII of resolution 45/241 of 21 December 1990, the General Assembly approved, with effect from 1 March 1991, a revised base salary scale for staff in the Professional and higher categories. This scale reflects the consolidation, on a no-gain no-loss basis, of five multiplier points into the net base salaries in effect under the previous base salary scale, which became effective on 1 July 1990. By the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. The revised multipliers will be determined in such a way as to ensure that the revised net remuneration (base salary plus post adjustment) after consolidation is in line with the existing net remuneration. Changes in post adjustment classification due after 1 March 1991 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. As a result of the implementation of the revised base salary scale, effective 1 March 1991 there will be consequential changes in the amounts of the mobility and hardship allowance applicable to staff who are currently in receipt of this allowance.

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* Personnel Manual index No. 3110.

4. In its sixteenth (1990) annual report to the General Assembly, 1/ ICSC recommended, and the Secretary-General approved, that future adjustments of the salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 March 1991, to reflect: (a) the consolidation of five multiplier points into net base salaries; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

5. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 March 1991, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the end of March 1991 payroll.

Notes

1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30 and Add.1).

Annex I

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(In United States dollars)

Effective 1 March 1991

| Level | | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under-Secretary-General | | | | | | | | | | | | | | | | |
| USG | Gross | 128 659 | | | | | | | | | | | | | | |
| | Net D | 76 702 | | | | | | | | | | | | | | |
| | Net S | 68 853 | | | | | | | | | | | | | | |
| Assistant-Secretary-General | | | | | | | | | | | | | | | | |
| ASG | Gross | 116 442 | | | | | | | | | | | | | | |
| | Net D | 70 350 | | | | | | | | | | | | | | |
| | Net S | 63 600 | | | | | | | | | | | | | | |
| Director | | | | | | * | * | | | | | | | | | |
| D-2 | Gross | 94 478 | 96 644 | 98 809 | 100 993 | 103 200 | 105 407 | | | | | | | | | |
| | Net D | 58 873 | 60 021 | 61 169 | 62 316 | 63 464 | 64 612 | | | | | | | | | |
| | Net S | 53 995 | 54 990 | 55 983 | 56 957 | 57 906 | 58 855 | | | | | | | | | |
| Principal Officer | | | | | | * | * | * | * | * | | | | | | |
| D-1 | Gross | 83 047 | 84 902 | 86 756 | 88 610 | 90 465 | 92 319 | 94 173 | 96 028 | 97 882 | | | | | | |
| | Net D | 52 815 | 53 798 | 54 781 | 55 763 | 56 746 | 57 729 | 58 712 | 59 695 | 60 677 | | | | | | |
| | Net S | 48 749 | 49 600 | 50 451 | 51 302 | 52 153 | 53 004 | 53 855 | 54 707 | 55 558 | | | | | | |
| Senior Officer | | | | | | | | | | | | * | * | * | | |
| P-5 | Gross | 72 782 | 74 429 | 76 076 | 77 723 | 79 370 | 81 036 | 82 714 | 84 392 | 86 070 | 87 748 | 89 426 | 91 104 | 92 782 | | |
| | Net D | 47 302 | 48 192 | 49 081 | 49 971 | 50 860 | 51 749 | 52 639 | 53 528 | 54 417 | 55 307 | 56 196 | 57 085 | 57 975 | | |
| | Net S | 43 784 | 44 598 | 45 412 | 46 225 | 47 039 | 47 826 | 48 596 | 49 366 | 50 136 | 50 906 | 51 677 | 52 447 | 53 217 | | |
| First Officer | | | | | | | | | | | | | | * | * | * |
| P-4 | Gross | 59 277 | 60 854 | 62 431 | 64 008 | 65 596 | 67 202 | 68 808 | 70 414 | 72 020 | 73 626 | 75 232 | 76 839 | 78 445 | 80 052 | 81 688 |
| | Net D | 39 952 | 40 820 | 41 687 | 42 554 | 43 422 | 44 289 | 45 156 | 46 024 | 46 891 | 47 758 | 48 625 | 49 493 | 50 360 | 51 227 | 52 095 |
| | Net S | 37 101 | 37 884 | 38 666 | 39 448 | 40 234 | 41 028 | 41 821 | 42 615 | 43 408 | 44 201 | 44 995 | 45 788 | 46 582 | 47 374 | 48 125 |
| Second Officer | | | | | | | | | | | | | | | * | * |
| P-3 | Gross | 47 890 | 49 320 | 50 749 | 52 179 | 53 608 | 55 039 | 56 521 | 58 002 | 59 483 | 60 965 | 62 446 | 63 928 | 65 417 | 66 926 | 68 435 |
| | Net D | 33 547 | 34 362 | 35 177 | 35 992 | 36 807 | 37 621 | 38 436 | 39 251 | 40 066 | 40 881 | 41 695 | 42 510 | 43 325 | 44 140 | 44 955 |
| | Net S | 31 325 | 32 060 | 32 795 | 33 530 | 34 265 | 34 999 | 35 734 | 36 469 | 37 204 | 37 939 | 38 673 | 39 408 | 40 146 | 40 891 | 41 637 |
| Associate Officer | | | | | | | | | | | | | * | | | |
| P-2 | Gross | 38 075 | 39 311 | 40 546 | 41 781 | 43 016 | 44 251 | 45 503 | 46 781 | 48 060 | 49 338 | 50 617 | 51 895 | | | |
| | Net D | 27 814 | 28 543 | 29 272 | 30 001 | 30 729 | 31 458 | 32 187 | 32 915 | 33 644 | 34 373 | 35 101 | 35 830 | | | |
| | Net S | 26 101 | 26 768 | 27 435 | 28 102 | 28 769 | 29 436 | 30 099 | 30 755 | 31 413 | 32 070 | 32 727 | 33 384 | | | |
| Assistant Officer | | | | | | | | | | | | | | | | |
| P-1 | Gross | 28 521 | 29 633 | 30 769 | 31 917 | 33 065 | 34 214 | 35 374 | 36 561 | 37 748 | 38 935 | | | | | |
| | Net D | 22 018 | 22 719 | 23 419 | 24 120 | 24 820 | 25 520 | 26 221 | 26 921 | 27 621 | 28 322 | | | | | |
| | Net S | 20 776 | 21 422 | 22 066 | 22 710 | 23 354 | 23 999 | 24 642 | 25 283 | 25 924 | 26 565 | | | | | |

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.

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Annex II

SALARY SCALE FOR THE FIELD SERVICE CATEGORY SHOWING ANNUAL GROSS SALARIES
AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(In United States dollars)

Effective 1 March 1991

| Level | | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | S | T | E | P | S | | | | | | |
| | | | | | | | | | | | | * | * | | | |
| FS-7 | Gross | 58 840 | 60 505 | 62 169 | 63 833 | 65 506 | 67 202 | 68 898 | 70 593 | 72 287 | 73 981 | 75 678 | 77 374 | | | |
| | Net D | 39 712 | 40 628 | 41 543 | 42 458 | 43 373 | 44 289 | 45 205 | 46 120 | 47 035 | 47 950 | 48 866 | 49 782 | | | |
| | Net S | 36 885 | 37 710 | 38 536 | 39 361 | 40 190 | 41 028 | 41 866 | 42 703 | 43 540 | 44 377 | 45 215 | 46 053 | | | |
| | | | | | | | | | | | | * | * | | | |
| FS-6 | Gross | 48 260 | 49 754 | 51 251 | 52 746 | 54 242 | 55 765 | 57 315 | 58 865 | 60 415 | 61 965 | 63 516 | 65 067 | | | |
| | Net D | 33 758 | 34 610 | 35 463 | 36 315 | 37 168 | 38 021 | 38 873 | 39 726 | 40 578 | 41 431 | 42 284 | 43 136 | | | |
| | Net S | 31 516 | 32 284 | 33 053 | 33 821 | 34 590 | 35 359 | 36 128 | 36 897 | 37 666 | 38 435 | 39 204 | 39 973 | | | |
| FS-5 | Gross | 40 568 | 41 800 | 43 034 | 44 266 | 45 518 | 46 795 | 48 070 | 49 347 | 50 625 | 51 900 | 53 177 | 54 454 | 55 756 | | |
| | Net D | 29 285 | 30 012 | 30 740 | 31 467 | 32 195 | 32 923 | 33 650 | 34 378 | 35 106 | 35 833 | 36 561 | 37 289 | 38 016 | | |
| | Net S | 27 447 | 28 112 | 28 778 | 29 444 | 30 106 | 30 763 | 31 418 | 32 074 | 32 731 | 33 387 | 34 043 | 34 699 | 35 355 | | |
| | | | | | | | | | | | | | | | * | * |
| FS-4 | Gross | 34 818 | 35 836 | 36 858 | 37 881 | 38 905 | 39 929 | 40 951 | 41 975 | 42 998 | 44 022 | 45 046 | 46 068 | 47 165 | 48 225 | 49 282 |
| | Net D | 25 889 | 26 493 | 27 096 | 27 700 | 28 304 | 28 908 | 29 511 | 30 115 | 30 719 | 31 323 | 31 926 | 32 509 | 33 134 | 33 738 | 34 341 |
| | Net S | 24 338 | 24 891 | 25 443 | 25 996 | 26 549 | 27 102 | 27 654 | 28 207 | 28 759 | 29 312 | 29 864 | 30 389 | 30 953 | 31 498 | 32 041 |
| | | | | | | | | | | | | | | | * | * |
| FS-3 | Gross | 29 949 | 30 790 | 31 631 | 32 474 | 33 315 | 34 157 | 34 998 | 35 869 | 36 739 | 37 608 | 38 480 | 39 349 | 40 220 | 41 090 | 41 961 |
| | Net D | 22 918 | 23 432 | 23 945 | 24 459 | 24 972 | 25 486 | 25 999 | 26 513 | 27 026 | 27 539 | 28 053 | 28 566 | 29 080 | 29 593 | 30 107 |
| | Net S | 21 605 | 22 078 | 22 550 | 23 023 | 23 495 | 23 967 | 24 439 | 24 909 | 25 379 | 25 848 | 26 319 | 26 788 | 27 259 | 27 729 | 28 199 |
| | | | | | | | | | | | | * | * | | | |
| FS-2 | Gross | 25 894 | 26 613 | 27 333 | 28 052 | 28 773 | 29 494 | 30 185 | 30 964 | 31 707 | 32 451 | 33 195 | 33 938 | | | |
| | Net D | 20 363 | 20 816 | 21 270 | 21 723 | 22 177 | 22 631 | 23 063 | 23 538 | 23 991 | 24 445 | 24 899 | 25 352 | | | |
| | Net S | 19 249 | 19 667 | 20 085 | 20 503 | 20 922 | 21 341 | 21 739 | 22 176 | 22 593 | 23 010 | 23 427 | 23 844 | | | |
| FS-1 | Gross | 22 462 | 23 067 | 23 671 | 24 276 | 24 880 | 25 508 | 26 141 | 26 775 | 27 408 | 28 041 | | | | | |
| | Net D | 18 125 | 18 524 | 18 923 | 19 322 | 19 721 | 20 120 | 20 519 | 20 918 | 21 317 | 21 716 | | | | | |
| | Net S | 17 172 | 17 543 | 17 914 | 18 285 | 18 656 | 19 025 | 19 393 | 19 761 | 20 129 | 20 497 | | | | | |

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.